

displaying results for each individual based on the normalized characteristics; and  
selecting at least one candidate to interview.

2. (twice amended) A method in accordance with Claim 1 wherein the step of providing pre-determined desired qualities for a candidate further comprises the step of storing the pre-determined desired qualities for a candidate within the database, the desired qualities include analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

C1/9 6. (twice amended) A selection system for determining candidates to interview, said system comprising:

a database comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills;

a processor programmed to:

normalize the characteristics by comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison; and

display results for each candidate based on normalized characteristics.

7. (twice amended) A selection system in accordance with Claim 6 wherein said pre-determined desired qualities comprise analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

C1 12. (twice amended) Apparatus for screening candidates to interview, said apparatus comprising:

a processor comprising a memory and programmed to:

generate a database comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills;

normalize the characteristics by comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison; and

display results for each candidate based on normalized characteristics.

13. (twice amended) Apparatus in accordance with Claim 12 wherein said pre-determined desired qualities comprise analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

#### Remarks

The Office Action mailed March 17, 2003 and made final has been carefully reviewed and the foregoing amendment has been made in consequence thereof. Submitted herewith is a Submission of Marked Up Claims.

Claims 1-18 are pending in this application. Claims 1-18 stand rejected.

The rejection of Claims 1-18 under 35 U.S.C. § 103(a) as being unpatentable over Haq et al. (U.S. Patent No. 6,275,812) is respectfully traversed.

Applicants respectfully submit that Haq does not describe nor suggest the present invention. At least one of the differences between Haq and the present invention is that Haq does not describe nor suggest a method for determining candidates to interview that includes providing pre-determined desired qualities for a candidate wherein the desired qualities include